P.O. Box 1998 5384 Manor Drive Stone Mountain, Georgia 30086

ART STATION

A CONTEMPORARY

ARTS CENTER

NORTH METRO GA 30029
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1997

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ZAMI
P.O. BOX 2502
DECATUR, GA. 30031

30031-2302

ART STATION

A CONTEMPORARY

ARTS CENTER

December 2, 1997

Dear Friend:

Let me be the first to invite you to an evening of discovery and delight at ART Station, a contemporary ART Center conveniently located in Historic Stone Mountain Village offering a wide variety of entertaining and educational performances in our 100-seat theatre.

Cosponsored with Southern Voice magazine, ART Station proudly presents "Patrick's Theatrics", conceived by David Thomas, Artistic Director of ART Station, and Patrick Hutchinson. Patrick is one of Atlanta's most prominent gay music composers following the success of his "Harvey Milk Show".

From the basement of Patrick's boyhood home to the basement of his adult home, Patrick takes us on a musical journey of his life and times. This original piece contains singing, dancing and the story that created one of Atlanta's foremost musical "voices". We hope you will join Pat as he shares his parable of the talents.

Enclosed is information pertaining to our group rates for groups of ten or more. Simply call our box office at 770/469-1105 and make your group reservation today!

Sincerely,

Billie W. Shelburn

Billie W. Shelburn
Group Sales & Services

P.O. Box 1998 5384 Manor Drive Stone Mountain, Georgia 30086 telephone: 770/469-1105 fax: 770/469-0355
http://www.villageofstonemountain.com/artstation.htm e-mail: artstation@mindspring.com

THEATRE SERIES

Single Ticket Prices $10 - $18
Groups Rates for 10 or more

FOR RESERVATIONS
CALL 770-469-1105

THE NEW OLD-TIME CHRISTMAS GATHERING
conceived by Jeff Mosier and Mark Nelson
November 25 - December 21 (no show 11/27)

Christmas time brings families and friends together to celebrate the season. ART Station provides the place to gather and hear all your old favorite Christmas songs along with some original holiday bluegrass tunes. Featuring crowd pleasers **Jeff Mosier** and **Mark Nelson** with a few of their multi-talented friends, they offer a festive evening of plucking, picking, praising and plenty of grinning. Appropriate for joyful hearts of all ages, this celebration of bluegrass music brings our various cultures together to share in the season.

SARAH JOHNSON IN CONCERT
January 8 - 11

Violinist Sarah Johnson has a rapport with her audience that goes beyond the musical experience. She brings new understanding to the repertoire for violin and piano, earning superlatives from everyone. Sarah's wit and gracious artistry wins audiences of all ages. She is magic and ART Station is pleased to bring her back for four evenings only.

PATRICK'S THEATRICS
by Patrick Hutchinson
February 11 - March 8

From the basement of Patrick's boyhood home to the basement of his adult home, Patrick takes us on a musical journey of his life and times. This original piece contains singing, dancing and the story that created one of Atlanta's foremost musical "voices". Pat is the originator of last year's holiday show ***THE MOST WONDERFUL TIME*** and the widely produced *THE* ***HARVEY MILK SHOW*** and ***DIFFERENT.*** Join Pat as he shares his parable of talents.

BUCK NEKKID
by John Maxwell
April 29 - May 22 (no show on May 10)

"When it comes down to the truth . . . we all buck nekkid in the eyes of the Lord." At Billy Boston's service station in Moon Mountain, Mississippi, a faith healer named Sister Pearle has come to work on Billy's lost soul. *"If the bed didn't have no rocks in it, the river would have no song"* and if Sister has her way, the truth will set Billy free. ***BUCK NEKKID*** is an unforgettable comedy of redemption and forgiveness.

GALLERY SERIES

Gallery Hours
Monday - Friday 9am - 5pm
Saturdays 10am - 6pm

FREE ADMISSION

Galleries are open to the public. ART Station member artists interested in exhibiting with ART Station receive first notice on information and application for exhibitions. To become a member of ART Station, simply complete a membership application at our Box Office or call us at

770-469-1105.

The Southeastern Craft Invitational Exhibition - November 15 - January 11- Some of the South's finest artisans exhibit.

Members Juried Exhibition and Competition #2 - November 15 - January 11 - ART Station artist members may submit to exhibit and compete for cash prizes.

A Narrative of Being by Margaret Estes - November 15 - January 11 - A cumulative effort of more than ordinary dream inspired stories and pictures. Inspiration, creation and participation.

Latin-American Expressions - January 24 - March 22 - A Grupo Cultura's art exhibit presenting local Hispanic artists from different Latin-American & Caribbean countries.

Joe Perrin Curated Group Exhibition - January 24 - March 22 Featuring the works of Greg, Amy and Holly Holzhauzer.

Members Juried Exhibition and Competition #3 - January 24 - March 22 - ART Station artist members may submit to exhibit and compete for cash prizes.

Artistic Director Invitational - March 28 - April 26 - Artistic Director David Thomas invites artists to exhibit their latest and best works.

Members Juried Exhibition and Competition #4 - March 28 - April 26 - ART Station members may submit to exhibit and compete for cash prizes.

DeKalb County Secondary Schools and Faculty Exhibition - May 1 - June 1 - ART Station is proud to host the best of student and faculty art works in this annual exhibition.

ArtTime Exhibition - May 1 - June 1 - ART Station's outreach program is honored in this exhibition of the elementary students' achievement, creativity and imagination.

THEATRE SERIES

GALLERY SERIES

Theatre

GROUP RATES FOR THEATRE PRESENTATIONS

GROUPS OF 10 OR MORE:

$17 Adult/$11 Senior or child
1 Complimentary ticket per 10 paid tickets

GROUPS OF 20 OR MORE:

$16 Adult/$10 Senior or child
1 Complimentary ticket per 10 paid tickets

GROUPS OF 30 OR MORE:

$15 Adult/$9 Senior or child
1 Complimentary ticket per 10 paid tickets

GROUPS OF 40 OR MORE:

$14 Adult/$8 Senior or child
1 Complimentary ticket per 10 paid tickets

GROUPS OF 50 OR MORE:

$13 Adult/$7 Senior or child
1 Complimentary ticket per 10 paid tickets

GROUPS OF 100:

$10 Per Seat/Any age
10 Complimentary Tickets

REGULAR SINGLE SEAT RATES: $18 Adult/$12 Senior or child

ADDITIONAL OPTIONS AT NO CHARGE:

AFTER PERFORMANCE "MEET AND GREET THE ACTORS" SESSION FOR APPROXIMATELY 15-20 MINUTES. MUST HAVE TWO WEEKS PRIOR NOTICE.

COMPLIMENTARY NON-ALCOHOLIC BEVERAGE AT CAFE AREA DURING INTERMISSION.

ZAMI
Atlanta's Premiere Organization for Lesbians of African Descent
Post Office Box 2502
Decatur, Georgia 30031

December 11, 1997

Queen
1811 Wood Bend Drive
Stone Mountain, Georgia 30083

Dear Queen:

This letter serves to outline items discussed during a telephone conference among the ZAMI Steering Committee members held December 10, 1997. Although your "attendance" was expected we proceeded without you. Due to the fact that much of what was discussed concerned your performance as Outreach Facilitator your absence was very disconcerting. In consideration of this, the following is a list of action items that need to be addressed upon your receipt of this letter.

Action Items

1. Procurement of a meeting space which is closed, "safe" and accessible to public transportation
2. Creation of a revised flyer that includes complete information as to the upcoming schedule of meeting dates and contact numbers i.e. the ZAMI Outreach Line; these flyers should be disseminated throughout the Spelman, Morris Brown and Clark Atlanta University campus's, the surrounding local college communitites and Atlanta, Decatur and the surrounding metropolitian communitites -- any and all venues which may be frequented by the target population.
3. Creation of advertising copy to be placed in appropriate local and free newspapers (e.g. all relevant campus newspapers, *Southern Voice, Creative Loafing* etc.)
4. Creation of a press release to be disseminated to local radio media -- both profit and non-profit (i.e. WCLK, WRFG, 97.5, 103.5, 104.7) AND news media.
5. Creation and maintenance of a log monitoring the ZAMI Outreach Line
6. An outline of your projected activities and/or goals for outreach for the duration of this project

We also advise you that your primary contact persons for this project are Iris Rafi and Michelle Smith. Furthermore, as was indicated in the Steering Committee meeting on Saturday, December 6, items that require invoicing should be billed to ZAMI c/o the above address. Written confirmation regarding the completion of the above items is expected on or before Friday, December 19, 1997. *(Please note the Steering Committee*

14 August 1997

Dear Everyone;

I was so moved (and a little embarassed!) by Maryanne's call about the scholarship naming. This has all receded into pride! I love what you are doing with Jamie - it's community and spirit. It is so <u>necessary</u>. And so I'll take the honor as a charge of commitment to helping with fund-raising; giving my self, when I can; and to helping you all in whatever way to make the dreams <u>breathe</u>.

Much love + muff kisses!

Catherine

72
70
70 ~~71~~ ~~2nd~~
2nd +
Storey

4285 G
Memorial D

MARIE-GUIHELMINE BENOIST (1768-1826)
PORTRAIT OF A NEGRESS, (1800)
Musée du Louvre, Paris

PUBLISHED BY ARTISTS' CARDS, LONDON © 071-736 9318
No. CC.75
Printed in England

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Strong Foundations Build Strong Communities

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September 18, 1997

Ms. Mary Anne Adams
President
ZAMI
P.O. Box 2502
Decatur, GA 30030

Dear Ms. Adams:

The Metropolitan Atlanta Community Foundation authorized the Advisory Committee of the Lesbian & Gay Funding Initiative for Youth to review your proposal for the Initiative's People of Color Initiative. I am pleased to tell you that the Foundation awarded ZAMI a grant in the amount of $5,000.

The Foundation asks that your organization use these funds for outreach to college-aged women of African descent as described in your proposal and in the enclosed Grant Agreement. Please read the Agreement carefully. It may include additional conditions or restrictions concerning the grant or the use of grant funds. Please keep one of the two identical Grant Agreements for your files. Sign and return the other Agreement for grant processing. To avoid unnecessary delay, return the Agreement by September 24, 1997 to assure payment by the middle of October.

Many grant recipients issue press releases or include notice of the grant in newsletters or other publications. The Initiative appreciates being included in your publicity. The Foundation would like to review any portion of a press release or article that refers to the Foundation in general or to this particular grant. Please mail or fax (404-688-3060) material to me for review.

We wish you every success in your work.

Sincerely,

Phillip V. Rush
Program Officer

A ROOM FULL OF SISTAHS

SISTAH LETTER #3

October 16, 1997

Dear Wonderful Sistah,

The meeting of October 11, 1997 took place at our new meeting site, The Healing Center. Kudos to our co-founder for creating this reality. Our meeting was well attended with two sistahs new to Tallahassee joining us. Big welcome to them.

Old business included a reminder that we are without a treasurer. This is not a position that requires experience, long hours or training. Simple notebook notations of money in and out will be just fine. Feel free to call our number and leave a message.

UPDATE ON HOMECOMING COCKTAIL PARTY - November 8

TIME:	*6:00pm - 9:00pm*
PLACE:	*Two community-friendly churches and the Tallahassee Little Theater to be contacted to determine appropriateness and availability.*
COST:	*Free to our guests. Members to absorb cost.*
INVITATIONS:	*Computer generated by volunteer member.*
PLAN:	*Phone tree re: needs, progress, decisions, etc.*

We talked about driving down to St. George to meet sisters from Zami. We're waiting to hear from them about the exact dates they will be at the beach. Members expressed interest in a December road trip. Possibilities galore! Where would you like to go for a day or ... overnight?

NIA's "FALL GET-AWAY WEEKEND" has been changed to the same day as our cocktail party. Oops!

NEXT MEETING
NOVEMBER 1 7:00pm The Healing Center 847 E. Park Ave.

As always, following the meeting is a great time for sistahs to hang out, get to know each other better, and celebrate being sistahs. Yeah!

WE WANNA SEE YOUR GORGEOUS FACE IN THE PLACE.

904 216-8606

A ROOM FULL OF SISTAHS

SISTAH LETTER #3

October 16, 1997

Dear Wonderful Sistah,

The meeting of October 11, 1997 took place at our new meeting site, The Healing Center. Kudos to our co-founder for creating this reality. Our meeting was well attended with two sistahs new to Tallahassee joining us. Big welcome to them.

Old business included a reminder that we are without a treasurer. This is not a position that requires experience, long hours or training. Simple notebook notations of money in and out will be just fine. Feel free to call our number and leave a message

UPDATE ON HOMECOMING COCKTAIL PARTY - November 8

TIME:	6:30pm - 8:00pm
PLACE:	Two community-friendly churches and the Tallahassee Elite Theater to be contacted to determine appropriateness and availability
COST	Free to our guests. Members to absorb cost.
- INVITATIONS:	Computer generated by volunteer member
PLAN:	Phone tree re: needs, progress, decisions, etc.

We talked about driving down to St. George to meet sistahs from Zami. We're waiting to hear from them about the exact dates they will be at the beach. Members expressed interest in a December road trip. Possibilities galore! Where would you like to go for a day or ... overnight?

NEXT MEETING

NOVEMBER 1 7:00pm The Healing Center 847 E. Park Ave.

WE WANNA SEE YOUR GORGEOUS FACE IN THE PLACE.

904 216-3606

Subject: Re: Cooking with Honey
Date: Fri, 9 May 1997 10:11:35 -0400 (EDT)
From: "Donna J. Smith" <dsmith@emory.edu>
To: Mary Anne Adams <madam04@emory.edu>

Hi Mary Anne: Thanks for preparing this information. We'll get it in the schedule we are completing which includes evening arts events. Regarding transportation, we don't have the money to rent a van for the duration, but we can help facilitate carpooling over to this event. For that Friday evening, we are planning an end of the con dance at the Tower II, for which some folks will also need transportation. We can announce at the final plenary that there is a bulliten board set up for folks who need a ride to either/both events to post on, and make sure local people are willing to take note and provide rides. There will probably be lots of people who want to do both events, as we have nothing scheduled between 5 oclock closing with the plenary except Cooking with Honey (so y'all will have no competition) How does all this sound to you?

Also, would you be willing to approach or provide the initial contact to the Gay Physicians Network? regarding them sponsoring an early evening reception during QTS? Perhaps if they didn't feel able to sponsor one soley, we could link them up with another group. What do you think?

best, donna

On Thu, 8 May 1997, Mary Anne Adams wrote:

> *Becca,*
> *Donna asked me to send you the following information to include as an*
> *official activity in the program for "queering the south" I hope it's*
> *not too late. Please edit as you see fit...*
> *Thanks,*
> *Mary Anne*
>
> *If you participated in our" Cooking with Honey: What Literary Lesbians*
> *Eat" program back in November, you'll remember such delicious*
> *delectables as Dorothy Allison's red velvet cake, Terry Wolverton's*
> *party salad and Jewelle Gomez's pseudo-vegetarian chili and the*
> *hilarious readings that followed.*
>
> *The Charis Circle will offer more tasty morsels and literary garnishes*
> *on Friday evening, June 27, 1997, beginning at 7:30 pm. The event will*
> *be held at Central Congregational Church, located at 2676 Clairmont*
> *Road, NE, just south of I-85. $10 donations are requested. Call 404*
> *524-0304 for more information.*
>
> *--*
> *"In the cause of silence, each one of us draws the face of her own*
> *fear- fear of contempt, of censure, or some judgment, or recognition, of*
> *challenge, of annihilation. But most of all, I think, we fear the very*
> *visibility without which we also cannot truly live."*
>
> *AUDRE LORDE*
>

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The Olympic Event of the Summer

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July 20th 1996

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2942 Ember Rd. / Off of Candler Rd. In Decatur

404.243.7594 for additional directions

Sexiest Pajama Contest

Video Show, Poetry, Free Buffet & More

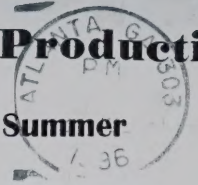
$6.00 before midnight / $8.00 after

Hit the hotline for directions avoiding the traffic

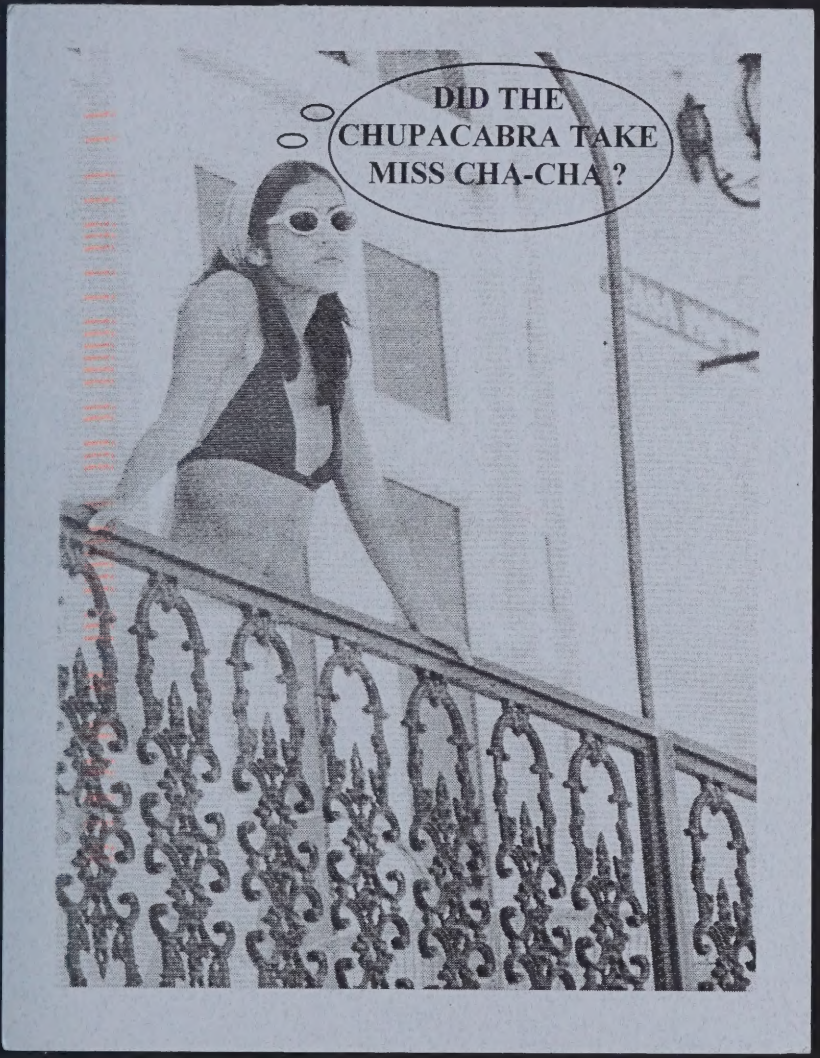
770.908.5340 (24/7)

Must have invitation & wearing pajamas to be admitted.

Come and let your pajamas express your otherside.....



ZAMI
P.O. BOX 2502
DECATUR, GA.
30030


DID THE
CHUPACABRA TAKE
MISS CHA-CHA ?

LOOK NO FUTHER
SHE'S BACK .....
CHA-CHA HOUSE
AT
Karats night club..

551 peachtree st..
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WITH THE BEST SALSA, MERENQUE & HOUSE MUSIC
by dj...**CARLOS MORALES**
10 PM TO 4 AM
5.00 COVER ...

July 5

Zami
PO Box 2505
Decatur, GA 30030

July 2, 1997

Southern Voice
Letters to the Editor

Editor,

On Thursday, July 26, hundreds of volunteers with Atlanta Gay Pride began their work of transforming Piedmont Park into one of the most joyous celebrations to hit this city all year. Their contributions were made with a belief that, with tireless effort and proud hearts, they could lift up the gay and lesbian community of Atlanta. On that same day, though, Southern Voice made its own contribution to the weekend: an editorial which belittled the lineup of speakers, threw sarcasm at the efforts of the Pride Committee, and accused the community of amateur activism ("Activism is still vital for change," 7/26/97).

The truth in these remarks was as absent as Southern Voice's presence in the Pride Parade.

The weekend of events proved incredibly effective in progressing our political goals. The Human Rights Campaign signed up more than 2,000 people to become members and help fight for legislation such as ENDA. The Georgia Equality Project garnered the support of 158 people who pledged to become members of this, our only state-wide political organization working for the equality of gay/lesbian/bisexual/transgendered people. AIDS Walk Atlanta broke their own record by registering over 1,900 people. These were professional, well orchestrated efforts and a fraction of the accomplishments the weekend created.

Activism shouldn't be measured by the star power of those who appear on stage. The editorial's equating of such heroes as Cindy Abel, Tony Braswell and Mayor Bill Campbell with "fluff" is a jarring insult to this community.

Whether or not the person who wrote the piece is still the editor of *Southern Voice* is not the point. *Southern Voice* should feel the weight of this insensitive gaffe. Nowhere were constructive suggestions offered to correct the writer's many perceived faults with Pride weekend.

Having printed such a scathing referendum on the lack of mature activism at Pride, it was perversely ironic when, in the very next issue, Southern Voice chose to feature a photo album of the event *without a single photo* of the community leaders who were there -- much less of a gay or lesbian of color. For a true picture of Gay Pride Weekend, the coverage by the mainstream media was superior and more balanced than that of *Southern Voice*.

This community wants and needs *Southern Voice* to challenge us, inform us and demonstrate true "pride in our culture," as the front page banner claims. As the paper enters a new era, let's hope it can accomplish this worthy goal without insulting the dedication of others.

Sincerely,

Atlanta Gay & Lesbian Center
Atlanta Pride Committee
Human Rights Campaign, Atlanta
Atlanta Lambda Center
Georgia Equality Project
Outwrite Bookstore & Coffeehouse

Subject: ZAMI
Date: Wed, 05 Mar 1997 01:28:47 -0500
From: Mary Anne Adams <madam04@emory.edu>
To: wbelkin@aol.com

Linda:

Hope this is what you need. Please page me if you need any more infor. My head will be on a little bit better. Thank you for doing this and I'm sorry that Iris got sick and couldn't carry through with her assignment. Well, it's almost 1:30 and I need to go to bed.

Mary Anne

ZAMI: Atlanta's Premiere African-American Lesbian Organization

ZAMI is a non-profit, support organization for African-American lesbians in the Atlanta
Metropolitan area and beyond. We are women of all colors, shapes, sizes, economic backgrounds and abilities. We range in age from nineteen to fifty plus and are employed in a variety of occupations. Through social, developmental and educational activities and with a primary focus of bi-weekly discussions, we seek to provide support, nurturing, and a sense of community.

Founded in 1990, ZAMI is named for the biomythography of African-American feminist, lesbian, poet Audre Lorde whose life, work, and spirit are embodied in the Caribbean phrase, "ZAMI", which means women who work together as friends and lovers.

ZAMI also seeks to create solidarity and serves as a clearinghouse, repository, and source of enlightenment and pride in the lives and presence of African-American lesbians and all lesbians of the African diaspora.

THE AUDRE LORDE SCHOLARSHIP FUND

The Audre Lorde Scholarship Fund was created to honor and support outstanding African-American (out) lesbians who are attending a two or four year College or University in Georgia.

The Scholarship is named in honor of Audre Lorde, State Poet of New York who defined herself as a black lesbian, warrior poet. Audre is internationally regarded as a significant contributor to the struggle for women's liberation and lesbian and gay rights. Audre's voice was stilled when she died of cancer in 1992 at the age of 58.

"Acknowledged, our dreams can shape the realities of our future, if we arm them with the hard work and scrutiny of now" Audre Lorde

CRITERIA

To qualify for an Audre Lorde Scholarship, you must:
· Be an African-American lesbian
· Self-identify as (out)
· Attend a two or four year College or University in Georgia

July 3, 1997

Dear Mary Ann,

It was good to see you as always during Pride weekend. I wasn't able to make it back for Sunday. But it was still nice to be there on Saturday.

Finally, I'm enclosing my Zami membership application and fee. But I've considered myself a member since my first meeting in July of 1995. I enjoy being a member of Zami and greatly admire and respect your leadership and work. Knowing you and being a part of Zami have definitely enriched my life and made it better since I moved to Atlanta. I do feel close to you Mary Ann and hope that we will become closer as time passes. I hope we can find time to get together a little more frequently and to develop our friendship more. But I'm easy with things, however they go.

I'm still having my ups and downs. But I can't (and won't) really complain about it. Things change and they tend to get better if you stay on top of things. I am still involved in developing a "labor studies center" at Morehouse College. Actually, our work and progress is going well. I expect to be working on this project for the rest of the year to get it off the ground. I'm involved directly in the program development, planning, implementation of our efforts, and writing grants to secure operational funding (and funds for planning). We feel optimistic about being able to get financial backing. But we can't count our chickens until they hatch.

A number of changes have happened in my Local union organizing and struggle. Developments are somewhat disappointing but probably for the best at this point. I'm thinking of leaving my job, driving the bus at the Airport. The new developments in the Local make it no longer necessary. But I haven't fully made up my mind yet. But probably, I'll leave the bus but continue to work with the sisters (and brothers) who are members and go on to broaden the scope of my organizing and political work in this area and the region as a whole. I'm also still involved in developing a project for international worker exchange and education. I believe that project will also get off the ground. All these projects and struggles I have been involved in are geared toward further developing the work of *Black Workers For Justice*. Our objective in part is to build a dynamic labor movement (workers and trade unions) in the Southern region. Ofcoarse, I am also very concerned with women's rights and organizing women against all forms of oppression stemming from patriarchal relations in this society. Gay rights – gay liberation – which is a social struggle against oppression out of it's own necessity, is also a struggle against the same patriarchal relations that shape the oppression of women. These are my political views as I have come to understand things right now.

Also enclosed in this little packet to you are a couple of not-so-good copies of articles about my great aunt, Margaret Driver Freeman, in Chambers County, Alabama. She is now 87 years old, I believe. She is the one I told you that I want to video tape this summer. I believe my cousin (her daughter) should be back from her trip to Egypt some time this week. So I do want to plan to follow up on this video taping. I want us to organize a big family reunion gathering for next year in Lafayette, Alabama. My family is getting older and the old folks are dying off. I want my nieces and nephews to understand their southern heritage and what it means historically. I hope they will become politically conscious and active in the uprisings of the next century (new millennium), which will surely come. So anyway, I hope, if your still interested, you will go with me to video tape her some time this month. Perhaps toward the end of the month – I'm not sure exactly when.

Finally, I am truly looking forward to hosting this party at my house on the second weekend in August. So let's be definite about it. There is a pool in the apartment complex. But we'll see.

Mary Ann, let me know your schedule so that we can make some time to get together. It seems like you were saying you might be out of town part of this month? So please give me a call.

In Love and Friendship,

Ashaki

Ashaki

PS The blue fliers are from a guy that I met at Pride who wanted to get this information about this swimming club to members of Zami. I told him I would get the fliers to Zami so they could be gotten out at some point. His number is written on the front of the flier I pulled aside for you, in case you want to call him. I'm a swimmer, so I'm planning to look into getting involved in this club. It may be a way to encourage me to go more often, which is always one of my goals. It seems like at best I end up going about once every week or two. My goal is at least twice per week and then a work out. It's hard to get there. (smile)

Anji Brown
681-B Delmar Ave., S.E.
Atlanta, GA 30312

February 13, 1996

Mary Anne Adams,
***President,* ZAMI**
P.O. Box 2502
Decatur, GA 30030

Dear Mary Anne,

This letter is to express my appreciation of the recent program held at Spelman College, "Unity Through Personal Empowerment". It was refreshing to be among strong and positive guests such as *Mandy Carter*, *Badili Jones*, *Charlene Cothran* & other African American lesbians & gays of color who challenge their personal involvement in the issues of development and social exposure. Like so many others, I also praise Alishia Bristow for succeeding in presenting an attendance of organizations that seek to uplift and unite the African America lesbian and gay community. Their presence helps to encourage others to pursue improvement of our equality and visibility in Atlanta.

This letter is also to extend my support to your organization and its continued efforts in presenting a strong and positive platform for our future sisters and brothers 'coming out' to an imperfect society.

Warm regards,

Anji Brown
Power Point® Graphics

Deardria Nesbitt
1434 Fulton Ave
East Point, GA 30344
(404)766-2386

October 3, 1996

Mary Ann Adams
783 N. Parkwood Rd.
Decatur, GA 30030

Dear Mary Ann;

It was a pleasure speaking with you about my forthcoming novel 3 The Hard Way: A Trilogy of Girls Around The Way.

Enclosed please find the first chapter Foreplay, in which has been selling respectfully at Charis Books in little 5 points. I am trying to raise the money for my self publishing efforts. I'm just thankful for getting such a great response. I hope you like it, but please, please be honest in telling me what you think.

Like I had said before, I have been playing phone tag with Cathy Mckinley and I am extremely anxious to hear her response on my project. I thank you for Gretchen's number I have left a message.

Presently, I'm finishing up the second novel to what will be a Girls Around The Way series, talking to a few people about a film (the second chapter to the 3 The Hard Way is a screenplay), and simply trying to get exposure.

Well thank you again for this opportunity to send you/Zami my work. If there is any advice you can give me please, please do. I'd gratefully appreciate it. Please also send me a copy of your latest newsletter to the above address. Hopefully next year my family and I will join you and the other women in Decatur (ha! ha!). Thanks for everything.

Peace and Love,

Deardria Nesbitt

Improving Measurement of Work Experiences for Lesbian, Gay, and Bisexual People

Submitted to

Wayne F. Placek Award

The American Psychological Foundation

Mary Z. Anderson
Western Michigan University

Y. Barry Chung
Georgia State University

James M. Croteau
Western Michigan University

2. Abstract

The proposed research will focus primarily on instrument development for use in research on the workplace experiences of lesbian, gay, and bisexual people. Secondarily, the project should generate information about the work experiences of this population from a broader range of lesbian, gay, and bisexual people than have previous studies. Specifically, the project is designed to develop a more psychometrically sound method for (a) collecting data on anti-lesbian /gay /bisexual discrimination in the workplace, and (b) measuring strategies used by workers in managing their sexual identity in the workplace. The LGB Workplace Discrimination Survey assesses both current and lifetime experiences with discrimination, while the Sexual Identity Management Scale assesses frequency of using passing, covering, implicitly out and explicitly out identity management strategies (Griffin, 1992). Each measure was developed to reflect findings from previous research on the workplace experiences of gay, lesbian and bisexual people (Croteau, 1996; Croteau & Lark, 1995; Croteau & von Destinon, 1994; Friskopp & Silverstein, 1995; Griffin, 1992; Hall, 1986; Olson, 1987; Woods, 1994; Woods & Harbeck, 1992) and will be refined and evaluated for psychometric adequacy in two phases of data collection. Participants for phase one will be approximately 174 members of the Network for Gay Lesbian, and Bisexual Concerns in the National Association for Student Personnel Administration. Participants for phase two will be approximately 600 lesbian, gay or bisexual persons from a medium sized midwestern city or a large southern city.

might be selected for a request to fill out the survey a second time. When the second set of surveys are returned the data for individual participants will be matched to the first set of surveys by matching demographic information.

Phase 2

The purposes of this phase of the proposed research are to (a) further refine the LGB Workplace Discrimination Survey and the Sexual Identity Management Scale by collecting data on a more diverse sample and (b) to provide descriptive information about the work experiences of a diverse group of lesbian, gay and bisexual people. As recommended by Herek and Berrill (1990) and Herek, Kimmel, Amaro, and Melton, (1991), multiple recruitment strategies are employed to increase access to diverse sections of the lesbian, gay and bisexual community. Replication of instrument development procedures and psychometric evaluation of these instruments with an intentionally diverse sample allows increased confidence in the psychometric adequacy of the measures.

Participants

Participants for phase two will be approximately 600 lesbian, gay or bisexual persons from a medium sized midwestern city (Kalamazoo, Michigan) and a large southern city (Atlanta, Georgia). Participants in both locations will be recruited through organizational mailing lists as well as through selected distributors targeting diverse individuals with whom they have contact. In each location, approximately 400 persons will be invited to participate through organizational mailing lists, and another 200 will be invited to participate through distributors. The expected sample size is based on a 50% return rate.

The decision to use multiple sampling strategies in more than one location is intended to increase the ethnic, occupational, and educational diversity of the sample. Use of distributors in addition to organizational mailing lists is especially important for increasing access to persons not usually sampled (e.g., persons not formally associated with the lesbian, gay and bisexual community, persons of color, and persons in non-professional jobs). The decision to sample persons from Kalamazoo and Atlanta is intended to extend findings from previous research which has focused primarily on east or west coast cities. This sample is preferable to a more national sample for the present research because adequate instrument development is dependent upon collecting data from persons who span the continuum from being highly secretive to being completely open about their sexual identity. The two most likely techniques for obtaining a more national sample, use of a national probability sample or use of mailing lists from national lesbian, gay, and bisexual organizations, would be expected to limit the number of participants at the more closeted end of the continuum.

Measures

The LGB Workplace Discrimination Survey-Revised, and the Sexual Identity Management Scale-Revised will replace the corresponding measures used in phase one. These revised measures will include: (a) items identified as psychometrically strong in phase one, and (b) revisions of problematic items. The demographic questions will also be modified to fit the phase two sample. More specifically, questions concerning type and size of university where employed, length of employment at present university, length of employment as a student affairs professional, level of current student affairs position, and primary student affairs area or unit, will be replaced by two

items: one requiring respondents to describe their current job and type of employer, and the other requiring respondents to indicate lengths of employment with the current employer. All other instruments will be identical to those used in phase one.

Analysis

Interitem correlations and factor analyses described in phase one will be repeated in order to identify items that performed well in the student affairs sample, but do not perform well in the expanded sample employed in phase two. As in phase one, items correlating poorly or negatively with other items on the same subscale, and items failing to load substantially and uniquely on intended factors will be dropped from further phase two analyses. The reliability and validity analyses described for phase one will be replicated for phase two.

Procedures

The portion of the expanded sample that is recruited through the mailing lists of sexual minority organizations will follow essentially the same procedures as used with the student affairs professionals sample in phase one. The only modification to the procedures used in phase one is that organizations will be compensated for assisting us in data collection. Each organization will be given $500 for providing their mailing lists, and $2 for every survey returned. In addition, the researchers will conduct a workshop for each organization to assist members in exploration of work related lesbian, gay and bisexual issues in their own lives. The financial contributions and workshops are intended to serve as incentive for participation.

The procedures for recruitment of participants through distributors will be as follows. First, distributors will be recruited through advertisements in Atlanta and Kalamazoo sexual

minority organization newsletters and flyers posted in gay and lesbian bars, community stores and bookstores in each city. Twenty distributors from each city will be recruited. Each distributor will be required to mail surveys to ten employed lesbian, gay or bisexual friends or acquaintances who the distributor believes fit into one or more of following three categories: (a) is a person of color, (b) is employed in a non-professional setting and/or (c) is not regularly associated with any formal gay or lesbian organizations. Distributors will be paid $50 for their participation in recruitment. They will also be required to handwrite a scripted note to each of the persons to whom they mail surveys (see Appendix B). They will enclose this note along with the survey and consent information that the other participants receive (see Appendix B). The distributors will mail out follow-up cards after two weeks reminding all participants to fill out the survey if they desire to do so but have not yet done so. The card will also advise participants who want to fill out the survey but have lost the original one to contact the distributor to obtain another copy. Distributors are the only ones with the names and addresses of these participants and there are no names or code numbers on the surveys, thus, the data for this portion of the sample is anonymous.

D. Time line or schedule for completing the research within two years receiving the award.

Time line for Data Collection and Analyses

Tasks	Dates
All preliminary work for readying the mailing for phase 1 data collection:	End of 9/97
Phase 1 mailing and data collection including all follow-ups:	10/97 and 11/97
Analysis of phase 1 data and subsequent instrument revisions:	12/97-1/98

Y. Barry Chung, Ph.D.
Department of Counseling and Psychological Services
Georgia State University
Atlanta, GA 30303-3083

Dear Dr. Chung:

This letter is to indicate our organization's willingness to consider providing you with access to our membership for your study on the measurement of work experiences for lesbian, gay, and bisexual people. This letter does not constitute a contract or obligation for such an agreement because we need to review your formal request before making a decision. However, on the basis of the preliminary information you provided, we are willing to consider assisting in your study.

_____

Name of organizational representative

_____ _____

Signature of representative Date

Name and address of organization:

_____

_____

_____

_____

Dark Moon Sisters
P.O. Box 681
San Leandro, CA 94577-0068
United States of America

①

7-5-95

Dear Y of Zami;

I saw a presentation of Women of Zami on D4LE TV. I want to know more! & lot more. I will list your org. in the next issue of DMS. I have enclose a flyer of the W.I.C.C. It was a RAVING success! Please keep W.O.C.C. in mind for future events or whatever. The group is open. People, ideas etc. are always welcomed! Next yr it will be week long with possible →

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7523 WHITE

(2)

3/4 day options.

DMS is desperately seeking
# of Color stories + Artwork
CAN you help! Spread the
word! Etc. Let's get hooked up!
Sisters in Kind!

Have read, Octavia E. Butler,
Bell Hooks, etc. Let's talk! :)

Love
The Queen!

P.S. E-mail?

TOPS FORM
7522 CANARY

ZAMI, Atlanta's premiere African-American lesbian organization is seeking submissions for possible inclusion in an anthology of coming out stories written by African-American lesbians. We welcome letters, journal entries, poetry and personal essays. Please send submissions to Mary Anne Adams, P.O. BOX 2502, Decatur, GA 30031.

Dear "Ladies & Women" of Zami,

Thank you so much for your support of "A Lady and a Woman". It is always so comforting to know that there are friends "out in the audience.

Thank you.

Brenda Porter

ZAMI
PO Box 2502
Decatur, GA
30030

Brenda Porter